



## Department of English and Foreign Languages

#8 Plan cycle - 8

Plan cycle 2022/2023

7/1/22 - 6/30/23

## Introduction

The mission of the Department of English and Foreign Languages is to educate students successfully in understanding and communicating ideas through the medium of languages: English, French, German, Greek, Latin, and Spanish. The department also encourages active engagement in research, and its members help to serve the intellectual and cultural needs of the community. The department helps students acquire knowledge of content and discipline-specific skills, notably effective writing and speaking, that are useful for employers, other community members, and for the students themselves. The department provides students with a well-rounded knowledge of the history of the target language and literature, helps students explore values, encourages a perceptive approach to literature, and promotes critical thinking.

The department offers “successful education” for undergraduate and graduate students. This education and other services offered by the department serve the “community and employers.” The department stresses “in-depth disciplinary knowledge,” requires the demonstration of “discipline-specific skills,” and promotes “critical-thinking, effective communication, and independent learning.”

**Performance Objective 1 Engage in collaborative ventures and campus and community activities that will enhance economic development and cultural growth.**

**1 Assessment and Benchmark**

Benchmark: 100% of tenure-track faculty members will engage in service to the University and/or community through participation in community activities, service to business or non-profit organizations, University committees, and/or departmental committees.

Prior to 2016-2017, the benchmark was 70% of tenure-track faculty members.

**1.1 Data**

Academic Year	Tenure-track faculty members that engaged in service to the University and/or community		Benchmark met?
	%	#	
2013-2014	—	100%	Yes
2014-2015	—	100%	Yes
2015-2016	—	100%	Yes
2016-2017	—	100%	Yes
2017-2018	21/21	100%	Yes
2018-2019	11/11*	100%	Yes
2019-2020	16/16	100%	Yes
2020-2021	18/18	100%	Yes
2021-2022	18/18	100%	Yes
2022-2023	16/16	100%	Yes

**1.1.1 Analysis of Data and Plan for Continuous Improvement**

2018-2019:

Involvement with the community is a central concern of the faculty, and all of the faculty are engaged with community or University service. In the recent APR review, the tenure-track faculty members recorded significant activity in service. In fact, all of our tenure-track faculty members reported the expected level of service activity. Several of them ranked as very good. Our faculty members consistently serve on committees deemed as "most significant" to the university. We have two members on the GERT Force and another was very involved in the graduate council and RNL development. Our engagement with the community is also very strong as our department consistently sponsors programs that are free and open to the public. Faculty members also make use of their academic talents by offering translation services, tutoring, offering in-services, and providing readings.

While 100% of the tenure-track faculty serve on committees at the department level and 50% served on committees at the University level, areas of improvement would be for at least 75% to serve at the University level.

2019-2020:

A new APR form and process was developed. The form is more specific, offers weights for various activities, and tries to offer a more transparent mode of evaluation. The new APR process also tries to provide more feedback and a documented feedback loop.

Involvement with the community is a central concern of the faculty, and all of the faculty are engaged with community or University service. In the recent APR review, the tenure-track faculty members recorded significant activity in service.

100% of the tenure-track faculty serve on committees at the department level. We are encouraging faculty to participate in service at the college level. The new APR form should promote this.

2020-2021:

100% of the tenure-track faculty serve on committees at the department level. Other University activities

were hampered during the last year. The new APR form should promote this. However, the department did use various media platforms and online delivery methods to ensure that our community outreach and public programming continued. 100% of faculty did volunteer to help with the hurricane comeback.

2021-2022:

100% of the tenure-track faculty serve on committees at the department level. Of course, some faculty members are more engaged than others, but every member of the faculty, other than those submitting resignations this academic year, were involved either in committee work or organizing an event. The department also plans on developing an undergraduate club that will require each faculty member to organize a single event each year.

2022-2023:

Service is a crucial part of the faculty's APR and workload. While last year's plan on developing an undergraduate club that required each faculty member to organize a single event each year was reconsidered, 100% of the tenure-track faculty and several non-TT members made significant contributions to service. In fact, the university's faculty evaluation policy that limits the service component to 20% may need to be reconsidered as the university shifts more responsibility to faculty.

## 2 Assessment and Benchmark

Benchmark: The department will sponsor or co-sponsor at least six cultural events for the campus and/or the broader community.

### 2.1 Data

2018-2019:

The department sponsored seven creative writing programs and co-sponsored the Joe and Lydia Cash lecture. It also helped with the Southern Law School visit, the Women's Studies Brown Bag Luncheons, and a lecture sponsored by the Honors College.

2019-2020:

Many of the activities schedule for the spring were cancelled due to COVID.

2020-2021:

The department sponsored seven creative writing programs. The Joe and Lydia Cash lecture was not held. The Women's Studies Brown Bag Luncheons were not held this year.

2021-2022:

The department sponsored several events for the MFA in creative writing, including the 40th anniversary, which saw widespread support and attendance. The Joe and Lydia Cash lecture was also held as well as the Women's Studies Brown Bag Luncheons, which are both organized and led by the ENFL department. The So You Like To Write undergraduate writing club was also very active this year and its members not only sponsored two readings but also meet monthly and often attend Cowboy Camp or Preview Day to attract new members.

2022-2023:

The department sponsored seven creative writing programs events aimed to interact with the public. Four additional events were held during school hours to focus on undergraduates. The Joe and Lydia Cash lecture was also held.

#### 2.1.1 Analysis of Data and Plan for Continuous Improvement

2018-2019:

The department continues to do well in this area despite the limited resources. Most of this can be attributed to the connections various faculty members have with outside artists and strong relationships with former students. The attendance at these events is also strong. The Joe and Lydia Cash Lecture had a full room at the Alumni Center, and several community members were in attendance. The department has been mindful of bringing in a diverse group of presenters and readers. This is an area in which we would like to improve. Additionally, the department plans to work with the ENGAGE app to publicize events and attract more undergraduate students.

2019-2020:

The department continues to do well in this area despite the limited resources. Most of this can be attributed to the connections various faculty members have with outside artists and strong relationships with former students. COVID caused many of our spring events to be cancelled.

2020-2021:

The department's efforts to continue with public programming during the hurricane is admirable. In fact, the streaming nature of the events facilitated attendance by a wide audience.

2021-2022:

The department continues to do well in this area despite the limited resources. Most of this can be attributed to the connections various faculty members have with outside artists and strong relationships with former students. To make this a priority, the university needs to promote these events and devise strategies to link/coordinate programs and events (e.g., Banners and Louisiana Book Festival and MFA readings). The support offered by the foundation office is instrumental in ensuring these activities continue and their work should be commended. The department is also developing strategies to strengthen its partnerships/relationships with community stakeholders.

2022-2023:

The department continues to do well in this area despite limited resources. During this past year, the department focused on strengthening its online presence and social media activity since the departmental committee analyzing this decided that these two were the most serious challenges facing the department. The director of the MFA program and the department chair met with the dean of CoLA to discuss plans to change the MFA website. The department also plans to employ a GA as a dedicated director of social media during the upcoming year.

## **Performance Objective 2 Demonstrate excellence in teaching in order to enhance recruitment, retention, and graduation.**

### **1 Assessment and Benchmark**

Benchmark: 60% or more of faculty (tenure-track and non-tenured track) will score at or above the University average on the SEI.

Prior to 2016-2017, the benchmark was 75% of faculty.

#### **1.1 Data**

Academic Year	Faculty that scored at or above the University average on SEI		Benchmark met?
	#	%	
2013-2014	—	54%	No
2014-2015	—	71%	No
2015-2016	—	75%	Yes
2016-2017	—	80%	Yes
2017-2018	13/21	62%	Yes
2018-2019	12/16	75%	Yes
2019-2020	13/16	81%	Yes
2020-2021	13/18	71%	No
2021-2022	12/16	75%	Yes
2022-2023	14/16	87.5%	Yes

#### **1.1.1 Analysis of Data and Plan for Continuous Improvement**

2018-2019:

The department seems roughly on track here. We do not want the scores too high, since we teach a large number of general education classes that are not always appreciated by students. There is no main area of

weakness in the evaluations. Our retention rate for majors was 96%.

2019-2020:

The department is on track here. COVID's mandated switch to online instruction made this assessment problematic.

2020-2021:

The department's various number of low SEIs is understandable due to online instruction and the single semester's worth of data, but those faculty with low scores have been consulted. A faculty-driven PD activity is scheduled for Fall 2021 to help with SEIs.

2021-2022:

In 2021-2022, the department had 16 full-time faculty (two retired/resigned at the end of 2022). Twelve had SEIs above the 4.49 University average and one was close with a score of 4.45. In 2022-2023, the department will focus on increasing the number of SEI responses.

2022-2023:

14 of 16 full-time faculty had SEIs above the 4.49 University average. The other 2 were very close. This is exceptional for a service -centered department.

In 2022-2023, the department focused on increasing the number of SEI responses. We saw at least a 50% increase in the number of responses.

As the SEI scores indicate, the department excels in teaching, especially since it serves such a large number of Freshman and does so in ENGL composition, which throughout the country is known as a "killer" course. Though the department has no access to this data, it would be interesting to compare the DFW rate in McNeese's ENGL 101/102 and the department's SEI scores with those at comparable schools in the UL system. Anecdotal evidence suggests McNeese ENFL outperforms these schools.

## 2 Assessment and Benchmark

Benchmark: 60% or more of faculty will engage in some activity designed to promote recruitment, retention, and graduation.

### 2.1 Data

Academic Year	Faculty members engaged in activities		Benchmark met?
	#	%	
2016-2017	—	90%	Yes
2017-2018	21/21	100%	Yes
2018-2019	16/16	100%	Yes
2019-2020	15/16	94%	Yes
2020-2021	15/18	83%	Yes
2021-2022	12/16	75%	Yes
2022-2023	16/16	100%	Yes

#### 2.1.1 Analysis of Data and Plan for Continuous Improvement

2018-2019:

Potential areas for improvement are to increase faculty presence on recruiting days and in Literary Rally. We tend to have the same faculty members volunteer, and it would be good to see a few more faces.

Additions to faculty should improve advising. Advising will begin to be focused on concentrations--linking specialized advisors to specific areas of concentration.

The department's graduation rate is high. In Fall 2018 we graduated 100% of applicants. By August 1st, 2019, only eight majors in the department had not registered for Fall 2019. After reaching out to these

students, that number dropped by 25%.

2019-2020:

Potential areas for improvement are to increase faculty presence on recruiting days and in Literary Rally. We tend to have the same faculty members volunteer, and it would be good to see a few more faces.

Additions to faculty should improve advising. Advising will begin to be focused on concentrations--linking specialized advisors to specific areas of concentration. This was done. More faculty members are advising. It appears we only have one faculty member who does not participate in some form.

2020-2021:

Potential areas for improvement are to increase faculty presence on recruiting days and in Literary Rally. One member of the department is serving on a college-wide recruitment committee. The department is also in development of recruitment and PR materials. The department has also tried to develop various retention strategies. The department has made marked improvements in advising. A few members of the department still don't advise, but this number has been reduced from last year. More faculty members are advising. It appears we only have three faculty members who do not participate in some form of advising. The department is also working on improving ENGL advising. The department's graduation rate is high. In spring 2021, we graduated 90% of applicants.

2021-2022:

The department has not succeeded in increasing faculty presence on recruiting days and in Literary Rally. Some have suggested the department head should appoint various members to attend. The department did development recruitment and PR materials, but these seem to have little effect. The department has also tried to develop various retention strategies. The focus on the upcoming year will be the development of a club, which hopefully will connect students to faculty members outside the classroom. More faculty members are advising.

2022-2023:

Increasing recruiting and retention efforts was the main goal of the ENFL's department chair for 2022-2023. To this end, the department developed various other recruiting opportunities outside of preview days and literary rally. The department's events aimed at recruiting and retaining non-majors, high school students, and current majors considering graduate work. One event was the first of its kind in the history of the ENFL department. With this new diverse approach, 100% of faculty members were active. This was a major success of the department.

### **Performance Objective 3 Demonstrate commitment to research and creative or scholarly activity.**

#### **1 Assessment and Benchmark**

Benchmark: 70% or more faculty members will engage in a creative or scholarly activity beyond preparation for class or personal reading.

##### **1.1 Data**

Academic Year	Faculty that engaged in a creative or scholarly activity beyond preparation for class or personal reading		Benchmark met?
	#	%	
2013-2014	15/20	75%	Yes
2014-2015	16/20	80%	Yes
2015-2016	17/20	85%	Yes
2016-2017	19/21	90%	Yes
2017-2018	20/21	95%	Yes
2018-2019	14/16	87%	Yes
2019-2020	7/16	48%	No
2020-2021	11/18*	62%	No

2021-2022	8/16	50%	No
2022-2023	11/16	70%	Yes

\*Includes the department head, director of honors college, and director of the Write to Excellence Center. In the last two years, these three people were not included. This is the reason the base number went from 16 to 18, not because new people were hired or lines were filled.

### 1.1.1 Analysis of Data and Plan for Continuous Improvement

2018-2019:

Faculty members do a good job in this area. ECCB still has not resumed publication, but faculty members are finding other venues. 50% of faculty members have been able to complete significant publishing projects, despite the limitations faced with a diminished faculty. Since the department was able to hire three new faculty, publication should increase dramatically. Unfortunately, participation in conferences is limited due to the amount of travel funding. The department has emphasized attending state and regional conferences.

2019-2020:

While some faculty members did publish during this academic year, COVID in the spring prevented conference attendance. The change in EP also limited the opportunity for research as the funds were designated for campus improvement rather than faculty development and research. The lack of pay increase or merit raises also causes faculty members to prioritize other activities, such as teaching and service. The low number of faculty in the department also require faculty members to do more service work and teach larger classes, which prevents time for research. There is also limited money for travel and currently our new faculty hired at 45,000 find it difficult to fund conference travel out of pocket.

2020-2021:

While some faculty members did publish during this academic year, COVID and the hurricanes prevented conference attendance and hampered scholarship activity. Last year's change in endowed professorships continued to have repercussions. The carryover from the previous year's use of funds for campus improvement rather than faculty development and research was obvious. This year's late notice of the continuation of EP also discouraged participation and limited much of those funds from being used for publication or research this year. The lack of pay increases or merit raises continues to encourage faculty members to prioritize other activities, such as teaching. The low number of tenure-track faculty in the department also requires faculty members to do more service work and teach larger classes, which prevents time for research. Currently, the department has 4 non-research instructor positions in this list of 18 positions. The number 18 also includes the department head, director of honors college, director of the Write to Excellence Center, and director of freshman writing, which all have extensive administrative responsibilities. There is also limited money for travel and currently our new faculty hired at \$45,000 find it difficult to fund conference travel out-of-pocket. That being said, faculty did use online conferences to their advantage. Many attended these virtual conferences, which helped to increase the percentage of faculty conducting research. The department also broadened its definition of scholarship to include activity beyond publishing and attendance at academic conferences.

2021-2022

The department will likely continue to struggle to meet this benchmark until COVID travel restrictions lift, travel funding increases, more younger faculty replace older ones, Merit incentives return, instructors are no longer included in this benchmark's calculations as members of the staff expected to publish, and the department chair begins ranking the APR reports of professors who do not publish or attend conferences as unsatisfactory.

2022-2023:

The department saw improvement in this area and met the benchmark. One major change has been the return of Endowed Professorships that focus on research instead of buying university supplies and capital outlay. The university should consider how it might support faculty research if this remains an objective in the unit plan. One way this can be done is to have a university symposium focusing on McNeese scholars. The department also broadened its definition of scholarship to include activity beyond publishing and attendance at academic conferences to include activities that request the expertise of the professor.



## 2 Assessment and Benchmark

Benchmark: 50% or more of faculty members will have some creative writing or research published during the year.

### 2.1 Data

Academic Year	Faculty with published creative writing or research		Benchmark met?
	#	%	
2013-2014	—	62%	Yes
2014-2015	—	75%	Yes
2015-2016	—	75%	Yes
2016-2017	—	65%	Yes
2017-2018	12/21	60%	Yes
2018-2019	11/17	65%	Yes
2019-2020	7/17	41%	No
2020-2021	6/18	33%	No
2021-2022	4/18	22%	No
2022-2023	8/16	50%	Yes

#### 2.1.1 Analysis of Data and Plan for Continuous Improvement

2018-2019:

The departmental faculty members have done a good job here. Most of the few faculty members who did not publish this year contributed to a conference. The cost-of-living increase last year should motivate faculty members to prioritize scholarship, as it often determines rank since most faculty members engage in significant service and are excellent teachers.

2019-2020:

COVID prevented conference attendance and paused publication of various journals. The change in EP also limited the opportunity for research as the funds were designated for campus improvement rather than faculty development and research. The lack of pay increase or merit raises also causes faculty members to prioritize other activities, such as teaching. The low number of faculty in the department also require faculty members to do more service work and teach larger classes, which prevents time for research.

2020-2021:

COVID and hurricanes prevented conference attendance and paused publication of various journals. The hurricane also severely strained people's ability to be productive. The change in EP also limited the opportunity for research as the funds were designated for campus improvement rather than faculty development and research. The lack of pay increase or merit raises also causes faculty members to prioritize other activities, such as teaching. The low number of faculty in the department also require faculty members to do more service work and teach larger classes, which prevents time for research. The department did stress the need to submit material in the hopes of things might be published. We also tried to promote a department-level writing group. It will take time to see if these bear fruit. Diminishing publication due to various factors seems to be a trend.

2021-2022:

This benchmark is even more difficult to meet than the previous one, and the department will continue to struggle to meet it until COVID travel restrictions lift, travel funding increases, more younger faculty replace older ones, Merit incentives return, instructors are no longer included in this benchmark's calculations as members of the staff expected to publish, and the department chair begins ranking the APR reports of professors who do not publish as unsatisfactory.

2022-2023:

That this benchmark was met proves the ENFL department continues to do an incredible job despite the challenges it faces. The department is fortunate to have such dedicated teachers who are also top-notch

scholars consistently publishing at the national level. The university administration may want to consider more prominent ways to recognize this work.

One success story within the department seems to be the department-driven writing group organized by two faculty members. This group gathers once a week for a few hours to devote themselves to writing and research.

The department also plans on doing one publication workshop this semester. The idea is that it will focus on writing book reviews.

#### **Performance Objective 4 Utilize resources efficiently and effectively to support the university's mission.**

##### **1 Assessment and Benchmark**

Benchmark: Five or more members of the faculty will be granted sabbaticals or release time for administrative or research/creative duties.

##### **1.1 Data**

2018-2019:

Four individuals were granted release time for administrative purposes for the year. Two others received release time for one semester only. Only one of these was for creative purposes (McNeese Review), however.

2019-2020:

Six individuals were granted release time for administrative purposes for the year. Two were granted release in order to complete PH.D.

2020-2021:

Six individuals were granted release time for administrative purposes for the year. Two were granted release in order to complete PHD. One of these was for creative purposes.

2021-2022:

Six individuals were granted release time for administrative purposes for the year. These include members of the department who are engaged in campus offices that operate outside of the department (e.g., Honors College). One was granted release in order to complete PHD, which occurred.

2022-2023:

Seven individuals were granted release time for administrative purposes for the year. These include members of the department who are engaged in campus offices that operate outside of the department (e.g., Honors College), several directors, and the department head.

##### **1.1.1 Analysis of Data and Plan for Continuous Improvement**

2018-2019:

The most significant change this year was the institution of release time for the assistant department head.

Fortunately, the current administration essentially is leaving released time up to departments, provided that we cover our work. This is a good change, and the 2019-2020 academic year should see significant benefits from this investment.

We still need to hold on to the idea of granting release time for research. The last time a faculty member sought to apply for a sabbatical, we were told that the Board refused to follow their sabbatical policy. The administration did support the application of an ATLAS grant. The department is delighted to say that the faculty member was awarded the grant. We should see the fruits of this in the 2019-2020 report.

2019-2020:

Six individuals were granted release time for administrative purposes for the year. Two were granted release in order to complete PH.D. The administration did support the ATLAS grant.

2020-2021:

The use of release time has seen dividends. The department is much better positioned to recruit and retain students. Our MA program is the most obvious example of this. We have also worked hard to promote the completion of the Ph.D. by two current faculty members. This is an important goal for the department, as it provides the requisite level of expertise to maintain a program of graduate study.

2021-2022:

The use of release time was reduced, but even in this reduction, it has seen dividends. The faculty member receiving release time for the completion of the Ph.D. finished in August. The release time for the administrative duties of the MFA and MA director are essential in their efforts to recruit and retain students.

2022-2023:

Release time is paramount in ensuring the incredible success of ENFL department.

## **2 Assessment and Benchmark**

Benchmark: Two or more faculty members will be awarded grants, monetary prizes, or endowed professorships.

### **2.1 Data**

2018-2019:

Faculty members received eight endowed professorships, although two were dedicated ex-officio to the director of the Honors College and two to the director of the MFA program. One faculty assumed the responsibility of an additional endowed professorship. An additional outside grant was awarded to a member of the department.

2019-2020:

Faculty members received six endowed professorships, although two were dedicated ex-officio to the director of the Honors College and two to the director of the MFA program.

2020-2021:

Faculty members received six endowed professorships, although two were dedicated ex-officio to the director of the Honors College and two to the director of the MFA program.

2021-2022:

Faculty members received six endowed professorships, although two were dedicated ex-officio to the director of the Honors College and two to the director of the MFA program. Another was for the Women's Studies lecture series. Many of the EPs were devoted to providing classroom resources, including technology, and to engaging students in research. For example, one EP involved several students completing archival work and travel, which was important in giving them experience-centered learning. An additional outside fellowship was awarded to the department's chair, which includes student research. Another EP was used to provide students with opportunities to attend conferences and strengthen their CV.

2022-2023:

At least three faculty members were awarded endowed professorships. Another faculty member received a fellowship.

#### **2.1.1 Analysis of Data and Plan for Continuous Improvement**

2018-2019:

The department is doing very well in this area. Five faculty members were awarded endowed professorships (in addition to those slated for the department) and outside grants. One faculty member was also awarded a residency based on her work with the EP.

2019-2020:

Three faculty members were awarded endowed professorships (in addition to those slated for the department) and outside grants. One faculty member was also awarded a residency based on her work with the EP. One was awarded an ATLAS grant.

2020-2021:

Two faculty members were awarded endowed professorships (in addition to those slated for the department) and outside grants. Two faculty members were awarded residencies based on work with EP.

The shift in EP back to a research-focused approach should help with numbers.

2021-2022:

Two faculty members were awarded endowed professorships (in addition to those slated for the department) and outside grants. Two faculty members were awarded residencies based on work with EP. To improve, the department will work with the CoLA Dean to provide a mini-workshop that explains how EPs can be shaped to align with the university's mission as well as CoLA's.

2022-2023:

The department continues to do very well in this area. One success has been ENFL faculty members' success in EP applications. One reason for this success is the in-house mentor program which matches incoming faculty members with senior faculty.

### 3 Assessment and Benchmark

Benchmark: Composition classes will have no more than 25 students, while lecture-type classes will be limited to no more than 35 students.

Prior to 2021-2022, the benchmark was composition classes will have no more than 30 students, while lecture-type classes will be limited to no more than 35 students.

Numbers will be based on class limits or on actual number of students, whichever is higher. (Figures for the end of the semester do not include students who began the course and dropped it at some point.)

#### 3.1 Data

Term	# of students for composition classes	# of students for lecture classes	Benchmark met?
Fall 2016	30-31	29-33	No
Spring 2017	22-26	28-30	Yes
Fall 2017	29-32	32-33	No
Spring 2018	20-25	27-29	Yes
Fall 2018	27-28	28-30	Yes
Spring 2019	21-23	27-29	Yes
Fall 2019	26-27	32-36	No
Spring 2020	26-27	32-36	No
Fall 2020	27-28	30-31	Yes
Spring 2021	26-27	30-31	Yes
Fall 2021	25-26	29-32	Yes
Spring 2022	25-26	29-32	Yes
Fall 2022	22-23	28-29	Yes
Spring 2023	20-22	28-29	Yes

#### 3.1.1 Analysis of Data and Plan for Continuous Improvement

2018-2019:

The administration's willingness to fill two one-year temporary positions for the 2018-2019 year made a significant impact on our course numbers, especially composition courses. Since the enrollment in these courses remained manageable, the pass rate in those courses was in the high 70s.

Finding good, qualified adjunct faculty is difficult. More problematic is since for most of them teaching at McNeese is a second job, they are unable to teach during the day.

Even though we are not fully reaching this benchmark, we should consider changing it to a goal of the upper-to-mid 20s for composition classes; 30 students in a composition class is too many. The national studies indicate that every student beyond 22 reduces the course pass rate.

Class sizes are a constant source of focus and development. Tracking class sizes is an ongoing endeavor. The benchmarks themselves should be analyzed as even these class sizes challenge the effectiveness of teachers, reduce the retention of students, and limit one-to-one student-student or student-teacher interaction.

The benchmarks for these class sizes work counter to the department's core mission. While lecture-based courses at the sophomore level could increase class size, composition courses should not exceed 25 at an university this size. McNeese should increase its VL budget.

The benchmarks for these class sizes do not support the department's core mission. While lecture-based courses at the sophomore level could see class sizes within the benchmark, composition courses should not exceed 25 at an university this size. That being said, for the time being this is not an issue due to the low enrollment the university is experiencing. However, the present challenge is scheduling f2f classes. Most VLs see McNeese courses as a second job and can only teach those online. If McNeese wants f2f 101 and 102 Freshman composition courses, it should consider finding a way to amend its budget to accommodate paying GAs more or further increasing scholarship amounts. The time has long since past when finding VLs to teach in-person classes during the day was impossible. Now, finding GAs to teach in-person classes during the day is becoming that way, unless the students are international students who wish to attend McNeese in hopes of securing a Visa.

While the benchmark was met, it does not include the class sizes of Dual Enrollment courses, both those held off-campus and on-campus via College Prep. The department has very, very little control over these classes (e.g., the class size, the course offerings, the instructor). Most of the specifics about these courses are negotiated at a level above the department.

## 1 Assessment and Benchmark

- ENGL - BA English
  - CMPL - Comparative Literature
  - EGED - English Education Grades 6-12
  - FOLL - Foreign Languages and Literature
  - LITR - Literature
  - WRIT - Writing
- FORL - BA Foreign Languages (inactive effective 201540)
  - FLED - Foreign Languages Education Grades 6-12
  - FREN - French
  - LATN - Latin
  - SPAN - Spanish

Prior to 2016-2017, the benchmark was to maintain or exceed 2014-2015 levels, and maintain a three-year BOR average of eight completers for the BA in English program.

## 2018-2019:

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Major	Conc.	Fall						Spring					
		F	S	J	Sr	T	CMP	F	S	J	Sr	T	CMP
ENGL	CMPL	1	0	2	2	5	0	0	1	1	3	5	1
	EGED	11	10	11	9	41	3	13	3	15	7	38	5
	FOLL	4	3	0	3	10	1	6	1	2	1	10	0
	LITR	1	2	2	15	20	3	4	2	0	15	21	9
	WRIT	3	9	3	4	19	2	4	6	8	1	19	0
	(blank)	4	0	0	0	4	0	1	0	0	0	1	0
Total		24	24	18	33	99	9	28	13	26	27	94	12

2019-2020:

Major	Conc.	Fall						Spring					
		F	S	J	Sr	T	CMP	F	S	J	Sr	T	CMP
ENGL	CMPL	0	1	0	0	1	0	0	0	1	1	2	0
	EGED	11	15	7	8	41	1	6	12	3	12	33	2
	FOLL	1	5	4	1	11	1	1	5	1	1	8	0
	LITR	1	5	4	6	16	2*	1	4	5	5	15	3
	WRIT	5	4	10	3	22	0	3	4	8	7	22	0
	(blank)	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total</b>		<b>18</b>	<b>30</b>	<b>25</b>	<b>18</b>	<b>91</b>	<b>4</b>	<b>11</b>	<b>25</b>	<b>18</b>	<b>26</b>	<b>80</b>	<b>5</b>

\*includes 1 graduate in Summer 2019

2020-2021:

Major	Conc.	Fall						Spring					
		F	S	J	Sr	T	CMP	F	S	J	Sr	T	CMP
ENGL	CMPL	0	0	1	1	2	0	0	0	0	1	1	0
	EGED	4	11	8	10	33	2	7	9	10	8	34	2
	FOLL	2	1	4	2	9	0	1	2	4	3	10	1
	LITR	1	3	6	5	15	2	3	1	2	5	11	0
	WRIT	7	7	5	12	31	5	4	8	6	9	27	4
	(blank)	0	0	0	0	0	0	0	0	0	0	0	0
Total		14	22	24	30	90	9	15	20	22	26	83	7

2021-2022:

[illegible]

<b>Total</b>	<b>12</b>	<b>23</b>	<b>16</b>	<b>31</b>	<b>82</b>	<b>6</b>	<b>12</b>	<b>20</b>	<b>19</b>	<b>25</b>	<b>76</b>	<b>14</b>
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2022-2023:

Major	Conc.	Fall						Spring					
		F	S	J	Sr	T	CMP	F	S	J	Sr	T	CMP
ENGL	CMPL	0	0	0	1	1	1	0	0	0	0	0	0
	EGED	7	3	5	8	23	1	2	4	3	7	16	2
	FOLL	0	1	1	3	5	1	0	1	1	2	4	2
	LITR	3	5	6	7	21	1	1	3	5	7	16	4
	WRIT	8	3	6	6	23	2	3	4	7	7	21	2
	(blank)	1	0	0	0	1	0	1	0	0	0	1	0
<b>Total</b>		<b>19</b>	<b>12</b>	<b>18</b>	<b>25</b>	<b>74</b>	<b>6</b>	<b>7</b>	<b>12</b>	<b>16</b>	<b>23</b>	<b>58</b>	<b>10</b>

Percentage Change between 2017-2018:

Major	Fall	Total	% Change
ENGL	2017	104	-4.807%
	2018	99	
<b>Total</b>	<b>2017</b>	<b>104</b>	<b>-4.807%</b>
	<b>2018</b>	<b>99</b>	

Percentage Change between 2018-2019:

Major	Fall	Total	% Change
ENGL	2018	99	-8.081%
	2019	91	
<b>Total</b>	<b>2018</b>	<b>99</b>	<b>-8.081%</b>
	<b>2019</b>	<b>91</b>	

Percentage Change between 2019-2020:

Major	Fall	Total	% Change
ENGL	2019	91	-1.098%
	2020	90	
<b>Total</b>	<b>2019</b>	<b>91</b>	<b>-1.098%</b>
	<b>2020</b>	<b>90</b>	

Percentage Change between 2020-2021:

Major	Fall	Total	% Change
ENGL	2020	90	-8.889%
	2021	82	
<b>Total</b>	<b>2020</b>	<b>90</b>	<b>-8.889%</b>
	<b>2021</b>	<b>82</b>	

Percentage Change between 2021-2022:

Major	Fall	Total	% Change
ENGL	2021	82	-9.756%
	2022	74	
Total	2021	82	-9.756%
	2022	74	

### 1.1.1 Analysis of Data and Plan for Continuous Improvement

2018-2019:

We see a significant drop in enrollment (4%), but this seems to correlate with the enrollment in the University. We continue to have a good presence at recruiting, events, although that presence could be better. We are making student spaces more inviting, and we continue to support the Arena and Sigma Tau Delta. We have tried to be more active in recruiting and we have discussed various strategies to market the degrees the department offers. One of the main issues is the number of ENGL ED majors. The department plans on working with the EDUC department to brainstorm reasons for this dip in enrollment and possible solutions.

2019-2020:

The numbers were down, but not as much as previous years. The department has worked hard on reaching out to students. We have actively participated in calling programs to majors who haven't registered for the upcoming semester.

2020-2021:

The department's completion numbers show the success of the department's hard work in the face of the hurricanes and COVID. Our completion numbers for 2020-2021 is comparable to previous years and even exceeds several earlier years. The focus on advising based around concentrations has improved these rates. The department also continues its calling campaign.

2021-2022:

We see a significant drop in enrollment (8%). While this may correlate with the general drop in enrollment for the University, we are trying to address the loss. We continue to have a good presence at recruiting events, although that presence could be better. We are making student spaces more inviting and are working to develop an undergraduate club that will retain students. The department is also discussing plans to recruit at high schools and/or to revamp its dual enrollment courses to emphasize the McNeese stamp on these courses, which may help to recruit majors. One significant problem is the loss of English education majors. Many of these students are transferring into General Studies and choosing alternative certification programs. The department has been discussing way to retain these students as majors, but to this point, the endeavors haven't been successful.

2022-2023:

We see a significant drop in enrollment (9%). While this may correlate with the general drop in enrollment for the University, we are trying to address the loss. We continue to have a good presence at recruiting events. The department has also created several of its own events. We continue to make student spaces more inviting, as seen in the shift to the "language lounge."

## 2 Assessment and Benchmark

Benchmark: Increase graduate enrollment by 5% each year, overall and in each graduate program offered by the department.

- CRWR - MFA Creative Writing
  - FICT - Fiction
  - POET - Poetry
- ENGL - MA English



- CRWR - Creative Writing (inactive effective 201940)
- LITR - Literature

Prior to 2021-2022, the benchmark was to maintain or exceed 2014-2015 levels for MA and MFA. Track graduate student enrollments.

## 2.1 Data

Graduate Enrollment:

Major	Conc.	2018-2019			2019-2020			2020-2021			2021-2022			2022-2023		
		U	F	S	U	F	S	U	F	S	U	F	S	U	F	S
CRWR	FICT	0	8	9	0	10	8	0	6	6	0	7	7	0	8	8
	POET	0	8	9	0	8	7	0	8	7	0	7	7	0	4	5
	(blank)	0	1	0	0	0	0	0	0	0	0	3	3	0	0	0
	<b>Total</b>	<b>0</b>	<b>17</b>	<b>18</b>	<b>0</b>	<b>18</b>	<b>15</b>	<b>0</b>	<b>14</b>	<b>13</b>	<b>0</b>	<b>17</b>	<b>17</b>	<b>0</b>	<b>12</b>	<b>13</b>
ENGL	CRWR	2	3	2	—	—	—	—	—	—	—	—	—	—	—	—
	LITR	1	3	1	0	4	7	0	8	12	0	9	8	0	9	8
	(blank)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	<b>Total</b>	<b>3</b>	<b>6</b>	<b>3</b>	<b>0</b>	<b>4</b>	<b>7</b>	<b>0</b>	<b>8</b>	<b>12</b>	<b>0</b>	<b>9</b>	<b>8</b>	<b>0</b>	<b>9</b>	<b>8</b>
<b>Grand Total</b>		<b>3</b>	<b>23</b>	<b>21</b>	<b>0</b>	<b>22</b>	<b>22</b>	<b>0</b>	<b>22</b>	<b>25</b>	<b>0</b>	<b>26</b>	<b>25</b>	<b>0</b>	<b>21</b>	<b>21</b>

Graduate Completers:

Major	Conc.	2018-2019			2019-2020			2020-2021			2021-2022			2022-2023		
		U	F	S	U	F	S	U	F	S	U	F	S	U	F	S
CRWR	FICT	0	1	3	0	0	4	0	0	1	0	0	4	0	0	1
	POET	0	0	4	0	0	3	0	0	3	0	0	2	0	0	2
	(blank)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	<b>Total</b>	<b>0</b>	<b>1</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>3</b>
ENGL	CRWR	0	1	0	—	—	—	—	—	—	—	—	—	—	—	—
	LITR	0	2	7	0	1	6	0	0	4	0	1	8	0	2	3
	(blank)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	<b>Total</b>	<b>0</b>	<b>3</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>8</b>	<b>0</b>	<b>2</b>	<b>3</b>
<b>Grand Total</b>		<b>0</b>	<b>4</b>	<b>14</b>	<b>0</b>	<b>1</b>	<b>13</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>1</b>	<b>14</b>	<b>0</b>	<b>2</b>	<b>6</b>

Percentage Change between 2018-2019:

Major	Fall	Total	% Change
CRWR	2018	17	5.882%
	2019	18	
ENGL	2018	6	-33.333%
	2019	4	
<b>Total</b>	<b>2018</b>	<b>23</b>	<b>-4.348%</b>
	<b>2019</b>	<b>22</b>	

Percentage Change between 2019-2020:

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Major	Fall	Total	% Change
CRWR	2019	18	-22.222%
	2020	14	
ENGL	2019	4	100%
	2020	8	
<b>Total</b>	<b>2019</b>	<b>22</b>	<b>0%</b>
	<b>2020</b>	<b>22</b>	

Percentage Change between 2020-2021:

Major	Fall	Total	% Change
CRWR	2020	14	21.429%
	2021	17	
ENGL	2020	8	12.5%
	2021	9	
<b>Total</b>	<b>2020</b>	<b>22</b>	<b>18.182%</b>
	<b>2021</b>	<b>26</b>	

Percentage Change between 2022-2023:

Major	Fall	Total	% Change
CRWR	2021	17	-29.411%
	2022	12	
ENGL	2021	9	0%
	2022	9	
<b>Total</b>	<b>2021</b>	<b>26</b>	<b>-19.230%</b>
	<b>2022</b>	<b>21</b>	

### 2.1.1 Analysis of Data and Plan for Continuous Improvement

2018-2019:

We intensified efforts to recruit English teachers from the local parish school systems into the MA program or into MA graduate classes, but this didn't generate many results. Perhaps some incentive (a 1/2 tuition waiver) would help to motivate high school teachers to return to school.

As predicted, enrollment has dropped significantly now that the online Creative Writing concentration MA in English has been cut and since we are decreasing the number of students admitted into the MFA program. (This decision was made in order to increase stipends, which were well below those of other comparable schools.)

2019-2020:

The department agrees with IRE.

2020-2021:

The department needs to reevaluate this benchmark. With funding rates as they currently stand and the difficulty we have recently faced in recruiting qualified candidates, the completion rate will be difficult to meet.

2021-2022:

As the University recovers from the repercussions from the hurricane/pandemic, the department will increase recruitment and retention efforts. As a nationally ranked program, much of our recruitment occurs

[illegible]

FORL	4	3	75.0	1	25.0	1	25.0	1	25.0	0	0.0	0	0.0	0	0.0
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\*3 students were previously undeclared before declaring ENGL.

#### Fall 2014 Cohort:

##### Major Retention

Major	Cohort Size	Persistence Rate		Retention Rate						Graduation Rate					
				Y1 to Y2		Y1 to Y3		Y1 to Y4		4-Year		5-Year		6-Year	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENGL	19	12	63.2	11	57.9	9	47.4	8	42.1	4	21	8	42.1	8	42.1
FORL	2	1	50.0	1	50.0	1	50.0	1	50.0	0	0	1	50	1	50

#### Fall 2015 Cohort:

##### Major Retention

Major	Cohort Size	Persistence Rate		Retention Rate						Graduation Rate					
				Y1 to Y2		Y1 to Y3		Y1 to Y4		4-Year		5-Year		6-Year	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENGL	22	18	81.8	15	68.2	9	40.9	9	40.9	5	22.7	7	31.8	7	31.8

#### Fall 2016 Cohort:

##### Major Retention

Major	Cohort Size	Persistence Rate		Retention Rate						Graduation Rate					
				Y1 to Y2		Y1 to Y3		Y1 to Y4		4-Year		5-Year		6-Year	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENGL	15	9	60.0	5	33.3	4	26.7	3	20.0	2	13.3	3	20.0	3	20.0

#### Fall 2017 Cohort:

##### Major Retention

Major	Cohort Size	Persistence Rate		Retention Rate						Graduation Rate					
				Y1 to Y2		Y1 to Y3		Y1 to Y4		4-Year		5-Year		6-Year	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENGL	23	18	78.3	12	52.2	10	43.5	9	39.1						

#### Fall 2018 Cohort:

##### Major Retention

Major	Cohort Size	Persistence Rate		Retention Rate						Graduation Rate					
				Y1 to Y2		Y1 to Y3		Y1 to Y4		4-Year		5-Year		6-Year	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENGL	25	21	84.0	15	60.0	13	52.0	9	36.0						

## Major Retention

Major	Cohort Size	Persistence Rate		Retention Rate						Graduation Rate					
				Y1 to Y2		Y1 to Y3		Y1 to Y4		4-Year		5-Year		6-Year	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENGL	14	12	85.7	9	64.3	7	50.0	7	50.0						

## Major Retention

Major	Cohort Size	Persistence Rate		Retention Rate						Graduation Rate					
				Y1 to Y2		Y1 to Y3		Y1 to Y4		4-Year		5-Year		6-Year	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENGL	11	9	81.8	4	36.4	4	36.4								

## Major Retention

[illegible]

## Major Retention

[illegible]

### Summary of Benchmark Achievement:

[illegible]

2021	10	N	N					
2022	13	N						
<b>Average</b>	<b>16.6</b>	<b>N</b>	<b>N</b>	<b>N</b>	<b>N</b>	<b>N</b>	<b>N</b>	<b>N</b>

### 3.1.1 Analysis of Data and Plan for Continuous Improvement

2018-2019:

As the data indicates, we have far surpassed our benchmarks as this is the real strength of the department. Our persistence rate is 96%. The department strives to work with students. Our FFND course is central to this. The focus of this department goal should be recruitment.

We only have one section of data for graduation rates, and those are 10-15% points above the benchmarks. This is good. Of course, the department would like to see all our students graduate and would like to investigate methods of finding students close to graduation. We will begin this semester by finding any ENGL majors with 12-15 short of graduation and contact them.

The department's retention rates also exceed the benchmarks. One year was lower than others. That year was the year the department had the fewest filled positions. The department suffers from enticing people to major in ENGL and encouraging them to persevere in light of the community's emphasis on STEM careers. The department has started several initiatives to offer detailed information on career possibilities.

2019-2020:

The department considers this an important portion of our core mission. It has tried to improve advising by offering more specialized advising and holding departmental advising workshops as PD activities. Many of these figures have been difficult to track due to COVID.

The department has started several initiatives to offer detailed information on career possibilities. One in particular has been guests speakers who discuss their own career paths. We have also encouraged the attendance at the Women's Luncheon series, which often has various career professionals discussing their paths.

2020-2021:

The department's retention rates and persistence rates exceed the benchmarks. The department suffers the ENGL ED major strict course sequence. Many JR and SR majors were forced to shift degree due to the new Education degree program and the new student teaching requirements.

2021-2022:

While the ENFL seems to meet or exceed benchmarks, there are segments of the data that seem to indicate more can be done to increase the graduation rate and the persistence rates for certain cohorts. The department will develop a committee this year (2022-2023) to review the data and devise strategies to increase these rates. The department will also discuss this material during the faculty meeting at the start of the year in order to begin the process of collecting faculty input.

2022-2023:

The ENFL will form a persistence and retention committee who will meet with members of IRE to discuss this data, the benchmarks, and possible responses.

## Performance Objective 6 **Provide a comprehensive curriculum that reflects disciplinary foundations and remains responsive to contemporary developments, student and workforce demand, and university needs and aspirations.**

### 1 Assessment and Benchmark

Benchmark: 80% of students in the BA in English program will rate course availability and offering good or better on exit surveys.

#### 1.1 Data

Academic Year	Students that rate course availability good or better	Benchmark met?

	#	%	
2013-2014	18/19	94.7%	Yes
2014-2015	14/15	93.3%	Yes
2015-2016	15/18	83.3%	Yes
2016-2017	9/11	81.0%	Yes
2017-2018	12/13	92.3%	Yes
2018-2019	18/18	100%	Yes
2019-2020	—	—	—
2020-2021	13/17	76%	Yes
2021-2022	15/19	79%	Yes
2022-2023	18/18	100%	Yes

### 1.1.1 Analysis of Data and Plan for Continuous Improvement

2018-2019:

The department seeks to meet the needs of students. A great deal of time and energy is devoted to staggering class times so ENGL courses do not conflict with each other. The limited number of faculty slots and the enrollment requirements limit how much can be done to offer multiple sections at various times during the week. We do continue to offer multiple time offerings even if the numbers didn't strictly require it, but with that in mind, the department has devoted resources into being predictable with courses offerings, realizing that is one way of facilitating student needs. We hired a full-time faculty person in French to help address that need.

2019-2020:

This information was not collected due to COVID or is inaccessible due to the closer of buildings damaged during the multiple hurricanes.

2020-2021:

The department seeks to meet the needs of students. A great deal of time and energy is devoted to staggering class times so ENGL courses do not conflict with each other. This past year a great deal of energy and planning went into scheduling courses so they would not conflict with EDUC classes. The limited number of faculty slots and the enrollment requirements limit how many specialized courses we can offer. Many students would prefer special topics, but these courses usually don't have the same number of students found in the required survey courses. The department charged its curriculum committee with this task. Over the next year we hope to see some improvement.

2021-2022:

The department seeks to meet the needs of students. A great deal of time and energy is devoted to staggering class times so ENGL courses do not conflict with each other. The low number of faculty who can teach multiple classes f2f M through F and the requirement to have sections of upper-level courses at a high enrollment number are currently the greatest obstacles to course offerings. That being said, the benchmark was met, which is a success.

2022-2023:

While a great deal of time and energy is devoted to staggering class times so ENGL courses do not conflict with each other, the limited number of faculty who can teach multiple classes f2f M through F make this challenging. The requirement to have sections of upper-level courses at a certain enrollment also make this a challenge. The rigidity of course sequencing in some other departments which our major must follow also make this a challenge. The department has also decided to offer at least 1 online 300+ literature course to meet the needs of online students seeking a minor in ENGL. Based on past survey reports, the department has also made at least 2 writing electives available every semester. The main obstacle moving forward will

likely be the lack of university support to offer a robust FORL schedule, which our majors require. The limited number of offerings sometimes prevent those students interested in obtain a minor or majoring in one of the areas.

## **2 Assessment and Benchmark**

Benchmark: Departmental Curriculum Committee will review course offerings and align them with demand and disciplinary needs.

### **2.1 Data**

2018-2019:

The department assesses course offerings, especially during initial set-up of classes and enrollment periods. Attempts are made to offer multiple sections and sometimes online offerings when appropriate. Sometimes problems are caused when other departments offer only one section of a necessary course. The department also is flexible to ensure students graduate and are prepared for certification exams.

2019-2020:

The department does a good job with its course offerings.

2020-2021:

The curriculum committee was called at the close of the spring semester. They were given the charge to review course offerings, AP credit, prerequisites, and course sequencing. A specific focus was the writing skills of certain students in senior-level courses. Improvements should be made once the meets, studies the issues, and addresses the concerns.

2021-2022:

The curriculum committee offered specific recommendations for AP credit, which was changed, and recommended additional course offerings; however, the resignation of several faculty members made offering more courses impossible, as the few courses that were listed in the schedule were difficult to staff. The committee's recommendation for course sequencing was that courses should remain as they are sequenced (201 & 202 soph, 301 & 302 junior, 401 & 402 senior). However, the committee recommended material inside some of the courses should be changed. In particular, the department needs to emphasize activities that build writing skills and critical thinking skills, in particular skills pertaining to students' ability to engage critically with informational texts. This will be reviewed at the year's first academic meeting and progress will be tracked.

2022-2023:

The curriculum committee met several times during the Fall and Spring semester, but most of their meetings were held in Fall in order to make suggestions before the deadline for catalog changes. The official report to the department head was received early fall.

#### **2.1.1 Analysis of Data and Plan for Continuous Improvement**

2018-2019:

The English Education concentration limited hours is a problem. The required ENGL continued to be cut.

2019-2020:

The department does a good job with its course offerings. the department continues to track offerings. It made a point of offering ENGL 353 in the spring, which was needed. It will also offer ENGL 496 soon.

2020-2021:

The department sees three main concerns from recent surveys: ENGL courses must not conflict with required EDUC courses, a healthy number of courses to fulfill the required electives in the Writing Conc, and more courses that teach diverse writers. The department is working to address all of these issues. ENGL 496 was offered in Fall 2021. ENGL 353 was offered in Spring 2022. A course focusing on the third lack will be offered in spring 2022.

2021-2022:

The department continues to see one concern from recent surveys: ENGL courses must not conflict with required EDUC courses. The other concerns were addressed internally.



2022-2023:

The curriculum committee offered specific recommendations for various degree plans. A significant change was allowing ENGL 203 and 204 to count as an elective within the ENGL degrees, which means students changing majors into ENGL will not lose those credits. To aid ENGL ED majors on the Praxis exam and since these students already have a capstone experience (student teaching), a shift to that degree was made as well, shifting ENGL 410: English Capstone with ENGL 200: Introduction to ENGL as a major, which should expose students to some basic literary theory, analysis of visual rhetorical analysis, and various other significant concepts before taking the content Praxis exam.

### 3 Assessment and Benchmark

Benchmark: MA English program faculty meet at least once an academic year to review student progress, curricular offerings, and appropriate professional contacts and opportunities.

#### 3.1 Data

2018-2019:

The department hired three new faculty members to begin in Fall 2019. All three of these specialize in modern or contemporary literature or culture. The faculty met to discuss these needs, and these hires were faculty-driven. The department head also consults regularly with the directors of the MA and MFA programs on appropriate course offerings.

2019-2020:

The department hired one new faculty members to begin in Fall 2020. All three of these specialize in literature or culture. The department head also consults regularly with the directors of the MA and MFA programs on appropriate course offerings.

2020-2021:

The department head consults regularly with the directors of the MA and MFA programs on appropriate course offerings. The new MFA hire addressed specific concerns of the graduate students.

2021-2022:

The department head and the directors of the MA and MFA programs met a total of 5 times—at the start of the semester, once when the Spring schedule was being formed, once when the Fall schedule was being formed, once when completed student surveys were submitted, and once as an end-of-the-year parting meeting.

2022-2023:

The department head and the directors of the MA and MFA programs met at least 5 times—at the start of the semester, once when the Spring schedule was being formed, once when the Fall schedule was being formed, once when completed student surveys were submitted, and once as an end-of-the-year meeting. Other meetings were held as necessary.

#### 3.1.1 Analysis of Data and Plan for Continuous Improvement

2018-2019:

Three new faculty members were hired to teach modern and contemporary literature and culture. Each possesses a great deal of diverse specialization. One focuses on South and Central America. One focuses on indigenous people, including American indigenous people and indigenous Filipinos. One focuses on Asian literature and Asian-American literature.

2019-2020:

We did well with offering modern and contemporary literature. Our new faculty hires did a great job of diversifying our course offerings. Unfortunately, one of these new hires left in August 2020, citing low pay as the primary reason.

2020-2021:

This last year proved difficult in maintaining the momentum of diverse course offerings. The vacant ENGL World Lit line continues to hamper our efforts to offer various courses.

2021-2022:

The goals and agendas of these meetings need to be more reflective and directed. This will be changed in

2022.

2022-2023:

One of the most significant decision to emerge from these meetings has been to offer more robust and directed training in professionalism and collegiality for the department members, but especially for GAs. A few specific activities and changes are planned for the upcoming year. First, a designated departmental advocate will be named. This person will be a member of the department GAs know they can go to to express a variety of concerns. Second, a specialized in-house training is being planned to emphasize professionalism. This will be delivery at the start of the Fall semester. Third, a expert will be invited to campus in Spring to deliver a workshop on professional behavior.

#### 4 Assessment and Benchmark

Benchmark: 100% of MA program graduates will complete the graduate exit survey.

75% of these students will rank the advice they have received about the career as “(2) sufficient” or higher.

Ratings on survey:

(4) excellent

(3) adequate

(2) sufficient

(1) somewhat inadequate

##### 4.1 Data

Academic Year	Candidates completing exit survey		Benchmark met?	Ranked advice sufficient or higher		Benchmark met?
	#	%		#	%	
2013-2014	13/13	100%	Yes	—	—	—
2014-2015	6/6	100%	Yes	4/6	66.6%	Yes
2015-2016	10/10	100%	Yes	8/10	80%	Yes
2016-2017	5/5	100%	Yes	5/5	100%	Yes
2017-2018	6/6	100%	Yes	6/6	100%	Yes
2018-2019	9/9	100%	Yes	9/9	100%	Yes
2019-2020	—	—	—	—	—	—
2020-2021	9/9	100%	Yes	9/9	100%	Yes
2021-2022	7/7	100%	Yes	5/7	72%	Yes
2022-2023	10/10	100%	Yes	10/10	100%	Yes

##### 4.1.1 Analysis of Data and Plan for Continuous Improvement

2018-2019:

Ratings were good. The MA director will continue meetings about how to apply to graduate school, and we will include at least one more informal professional discussion. This will be incorporated into professional endeavors or at another venue. In addition, visiting writers and readers will be encouraged to share their ideas about the professional field as a closing statement at their event.

2019-2020:

This information was not collected due to COVID or is inaccessible due to the closer of buildings damaged during the multiple hurricanes.

2020-2021:

Ratings were generally good. The MA Director will continue meetings about how to apply to graduate school. Professional Endeavors continues to be an important part of our courses in order to maintain proper training. That being said, the most useful training our graduate students receive is their work in the classroom. To continue this, we need to make the MA and MFA program more competitive in its funding and more appealing as a place to work due to it offering a livable wage.

2021-2022:

Most respondents reported their preparation for academic careers was good to excellent. One rated their preparation sufficient and one rated their preparation somewhat inadequate. This overall assessment is lower than usual. It could partially be attributed to the challenges presented by the pandemic and hurricanes. However, redoubling our efforts in Professional Endeavors and 677, 679, and Research Methods will be a worthwhile goal.

2022-2023:

Most respondents reported their preparation for academic careers as good or excellent. The change in instructors in Professional Endeavors and Research Methods has seen significant increases. Both instructors will continue to modify assignments so that they are current and dynamic.

**Performance Objective 7 This program will adequately prepare MA in English graduates for successful (1) admission in Ph.D. programs, (2) the literary marketplace, (3) the job market.**

**1 Assessment and Benchmark**

Benchmark: 100% of MA program graduates will complete the graduate exit survey.

75% of these students will rank the advice they have received about the career as "(2) sufficient" or higher.

Ratings on survey:

(4) excellent

(3) adequate

(2) sufficient

(1) somewhat inadequate

**1.1 Data**

Academic Year	Candidates completing exit survey		Benchmark met?	Ranked advice sufficient or higher		Benchmark met?
	#	%		#	%	
2013-2014	13/13	100%	Yes	—	—	—
2014-2015	6/6	100%	Yes	4/6	66.6%	Yes
2015-2016	10/10	100%	Yes	8/10	80%	Yes
2016-2017	5/5	100%	Yes	5/5	100%	Yes
2017-2018	6/6	100%	Yes	6/6	100%	Yes
2018-2019	9/9	100%	Yes	9/9	100%	Yes
2019-2020	—	—	—	—	—	—
2020-2021	9/9	100%	Yes	9/9	100%	Yes
2021-2022	7/7	100%	Yes	7/7	100%	Yes
2022-2023	10/10	100%	Yes	10/10	100%	Yes

**1.1.1 Analysis of Data and Plan for Continuous Improvement**

2018-2019:

The professional endeavors course is a useful tool to help development in this area. The department faculty could present alternative careers to creative writing. Voluntary afternoon seminars or some other means of sharing career advice will be explored.

2019-2020:

This information was not collected due to COVID or is inaccessible due to the closer of buildings damaged during the multiple hurricanes.

2020-2021:

While the benchmark was met, the surveys themselves reveal more scores closer to sufficient than exceptional. The professional endeavors course is a useful tool to help development in this area, but the department has also decided to alter ENGL 610 to include discussion of and practice in certain skills. A change in instructor for that course was also made. The department continues to explore specific training for faculty to become better career advisors.

2021-2022:

Reflection: Students met the benchmark and ranked the quality of advice about future careers as well above sufficient. Most selected either "good" or "excellent." (The language of the ratings was changed to be more exact: (4) excellent, (3) good, (2) sufficient, (1) inadequate.) Perhaps circulating (whether in email or in the department newsletter) the ways our students are participating in academia before and after they graduate helps keep advisees abreast of potential futures. The department and MA director have tried to be more present in career advice/training. The change of instructor in 610 also seems to have improved the connection between students and career advice, as the MA director now teaches 610 and can add this information to the class as needed.

2022-2023:

The department continues to improve in this area. One significant new activity this past year was an end-of-the-semester awards ceremony that was instituted to praise and note those most professional teachers. The ceremony is also used as a recap meeting and a training session.

## **Performance Objective 8 The department will create and foster an effective learning environment.**

### **1 Assessment and Benchmark**

Benchmark: The department will integrate technology as appropriate to support learning.

#### **1.1 Data**

2018-2019:

The department seeks to integrate technology for student learning in two ways, teacher instruction and capital outlay. 90% of the faculty received specialized instruction on two technological tools meant to improve instruction. The department also devoted certain resources to improve the use of technology in the classroom.

2019-2020:

The department seeks to integrate technology for student learning in two ways, teacher instruction and capital outlay. 100% of the faculty received specialized instruction on various technological tools meant to improve instruction. The department also devoted certain resources to improve the use of technology in the classroom. The department created various training modules and films for faculty to use as resources.

2020-2021:

The department excelled at training faculty in the use of new technology. Most of this was done by Michael Horner. 100% of the faculty received specialized instruction on various technological tools meant to improve instruction.

2021-2022:

90% of the ENFL classroom are now equipped with technology. The Foreign Language Lab has experienced significant technological upgrades.

2022-2023:

At least 50% of the faculty engaged in training. 100% of new GAs engaged in training. The Foreign Language Lounge/Learning Center continues to experience technological upgrades.

#### **1.1.1 Analysis of Data and Plan for Continuous Improvement**

2018-2019:

While this is a minor step, faculty members were sent several training videos on TurnItIn and Moodle grade book in order to reduce scholastic dishonesty and to improve the real-time display of students' course grades as the semester progresses.

Since several faculty members mentioned issues with equipment in classes, the department also

purchased several micro-projectors to encourage professors to incorporate technology in the classroom.

For the 2019-2020 year, the department also plans on providing instruction for Screen-cast-o-matic and to provide more training for incorporating technology.

2019-2020:

The department seeks to integrate technology for student learning in two ways, teacher instruction and capital outlay. The department emphasized the use of video instruction for online courses. The department will continue to offer PD sessions.

2020-2021:

The department plans to partner with the CoLA dean's office to offer professional and specialized instruction in order to improve online pedagogy. The department believes this will be the most significant and efficient means of improving online instruction.

2021-2022:

The ENFL department used recent EPs to update access to technology. The University also used CARES Act money. Most of the classrooms have technology. Lack of a devoted IT person in CoLA does present a problem, as well as the lack of a person devoted to helping faculty increase their knowledge and use of online technology, since technology resolutions to technology problems often must wait for a member of the department to address them.

2022-2023:

The department continues to excel at finding innovative ways to incorporate what current scholarship suggests are the most appropriate and most useful forms and applications of technology. The 2022-2023 focused on innovative uses of our recently refurbished learning center/language lounge. A future focus for the upcoming year will be AI detection and departmental policy.